

CALPIA Inmates Provide Solutions for Local Governments

In October, California Prison Industry Authority (CALPIA) Career Technical Education (CTE) inmates completed the replacement of 36 historically inaccurate and offensive grave markers at the Mormon Island Relocation Cemetery (MIRC) near the city of Folsom. El Dorado County officials, civil rights groups, and the U.S. Army Corps of Engineers all expressed their thanks as well as relief that the site is no longer a source of embarrassment for the community.

The remains of 36 of the Folsom region's earliest residents previously interred in and around a settlement known as Negro Hill were relocated in 1954 to the MIRC prior to the creation of Folsom Lake, which submerged the Gold Rush era community. The offensive grave markers that included a racial epithet were installed during the cemeteries' relocation in 1954. Previous attempts to fix the site over the last 15 years were unsuccessful.

CALPIA's standing as a near-neighbor of the site, as well as its reputation as a public service provider that rehabilitates inmates, gave it sufficient standing to bring interested

parties together and reach agreement on a solution for CALPIA to implement.

Other CTE maintenance and construction projects for the California Department of Parks and Recreation, Folsom District, and Cal Expo were completed this year. Together, the projects yielded over \$150,000 of savings for taxpayers, while helping inmates achieve industry certification to be job-ready upon parole.



Photo by Alan Barrett

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CALPIA on Path to Total ISO Certification

CALPIA continues on the journey to total International Standards Organization (ISO) 9001:2008 certification. ISO is the world's largest developer and publisher of international standards. CALPIA is one of two state correctional industries in the nation that has been awarded ISO certifications. Of these, CALPIA has a wide and growing lead in ISO achievements as CALPIA advances towards certification for all enterprises and appropriate ISO training.

In May, the third phase audit for CALPIA's fabric and mattress enterprises was completed. We are now awaiting recommendation for certification for these two enterprises from ABS Evaluations, our registrar. California State Prison Los Angeles County, Lancaster (LAC) cleaning

products enterprise is next in the certification queue, followed by CALPIA laundry and printing enterprises.

During the week of August 15th, inmates at Mule Creek State Prison (MCSP) were the first in the nation to achieve ISO Internal Auditor certification in a state correctional industry. The week of September 26th, MCSP inmates conducted an audit on the fabric factory on B-yard. A-yard inmates performed an audit on the coffee roasting facility.

During the week of October 24th, Sierra Conservation Center (SCC) inmates achieved certification and performed an audit of the fabric facility at SCC. The following week, more inmates were trained at the California Institu-

tion for Women (CIW). In December, the CIW inmates were certified and inmates at the California Men's Colony (CMC) began their internal auditor training. In total 64 CALPIA inmates are now certified ISO internal auditors.

The ISO journey is well worth the effort. The enterprise certifications are establishing a high level of performance as well as raising our customers' confidence in what we produce. The internal auditor training is providing an opportunity for inmates to improve our processes. Both directly impact our key goals: Quality Products, Changed Lives, A Safer California.

ISO is coming to a factory near you.

Message from the General Manager

It is incumbent upon California Prison Industry Authority to be as responsive as possible to customer demands. As our customers benefit from quality goods and services, so do our inmate workers and communities throughout California. CALPIA remains optimistic about a future of successful business enterprises, supported by a dedicated and qualified workforce, in partnership with satisfied customers.

CALPIA is proud of its contributions to the state. Research indicates that CALPIA saves the state money, both by enhancing the safety of prisons and by demonstrating lower recidivism rates among the inmates who work in its enterprises. According to the

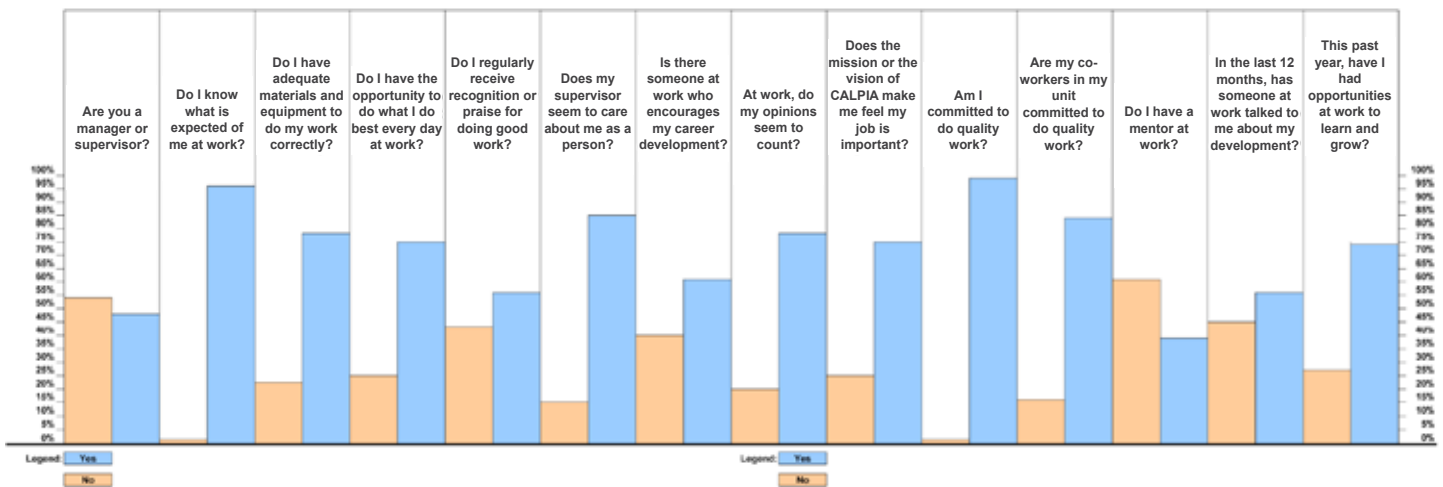
State Auditor's report in May, CALPIA prices are lower than the private sector nearly 60% of the time, which saved CALPIA's five largest customers \$3.5 million in Fiscal Year (FY) 2009/10.

The FY 2011/12 Mid-Year Revise predicts revenues of \$160 million, a decrease of \$74 million from the 2008-09 FY. These are tough times, but CALPIA has been getting leaner and more efficient over the past seven years, and is positioned to weather the storm.

In the immediate future, CALPIA must focus on issues which directly affect its ability to operate a business in a correctional environment. The effects of re-alignment are likely to reduce CDCR's purchases, which could

reduce CALPIA's inmate workforce. Regarding our most effective rehabilitative program, Career Technical Education (CTE), CALPIA is currently exploring alternative means of financing CTE programs since CDCR ceased reimbursing CALPIA for these programs in FY 2010/11.

Finally, earlier in the year, CALPIA sent out an employee survey to gauge the performance of CALPIA as an employer. Thanks to all who participated, as the data has provided the assurance that the improvements we are implementing will be valued by you.



San Quentin Graduation

On September 27, ten CALPIA San Quentin Inmates graduated from the Worker Occupational Safety and Health (WOSH) Specialist Training program and are now officially certified.



The WOSH program is aimed at improving the overall safety of CALPIA and is intended to better position the safety coordinators for current and future health and safety issues both here and in society upon their release. The program is divided into nine modules (about two hours each) and necessitates a more intensive and hands-on approach to safety. The course usually takes two months to complete.

WOSH training is commensurate with CALPIA's Strategic Business Plan and can be easily reproduced at all CALPIA facilities.

IAFF Fire Fighters Show in NYC



IAFF (International Association of Fire Fighters) John P. Redmond Foundation & Dominick F. Barbera Crossroads 2011 Health, Safety and EMS New York City August 14-18, 2011

CALPIA Inmates Improving Communities



Granite Bay, Folsom Lake State Recreation Area - Kiosk rebuild.



Mormon Island Relocation Cemetery - Replacing gravestones.

Photos by Alan Barrett



Negro Bar,
Folsom Lake State
Recreation Area -
Kiosk rebuild.



CalExpo - Building new retainer walls for arena.



Before



After

Digital Services Rolls Out New Assistive Technology

California Prison Industry Authority Digital Services is developing a sign product to cost effectively assist State and other government agencies to comply with California Administrative Code Title 19, Section 3.09. The visual component allows those with vision to navigate the halls of a building. The tactile component permits those who are visually impaired to maintain their independence by similarly navigating the halls of a building with little or no assistance.

This product can be used in a number of configurations

to provide: a building directory by floor, an evacuation plan, or a room identification sign. All three of these products (or variations of products) will have both tactile and visual components. Each sign will be custom designed in the Digital Services factory located in CALPIA facilities at Folsom State Prison to meet the requirements of clients.



Photos by Alan Barrett



Greenstone Retirement

Prison Industry Board Member Leonard Greenstone's retirement ceremony at the State Capitol on June 17, 2011. Mr. Greenstone founded the Marine Technology Training Center at the California Institution for Men in Chino. The diving and welding program has a recidivism rate of only 3 percent. Mr. Greenstone retires after 50 years of volunteer service to California's rehabilitative programs.

Video from Youtube channel:



Photo by Alan Barrett

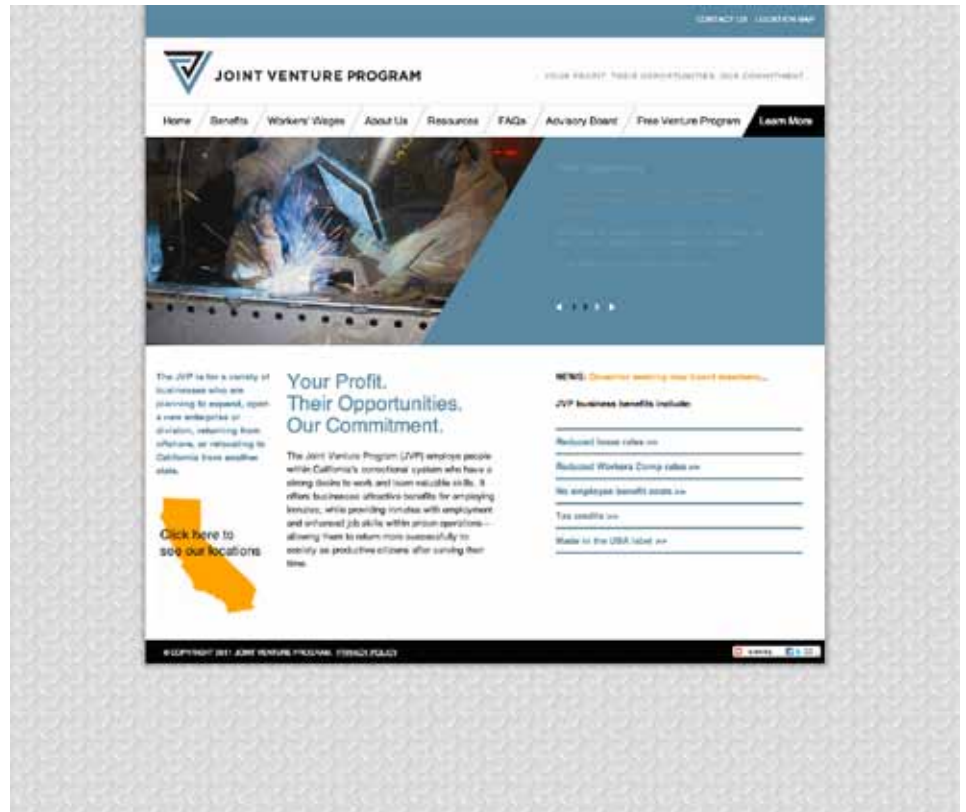
New Internet Resource for California's Joint Venture Program

The California Department of Corrections and Rehabilitation's (CDCR) Joint Venture Program (JVP) launched a new web portal for companies looking to lower their cost of production: <http://jointventureprogram.ca.gov>.

JVP allows companies to establish enterprises inside California's prisons to employ inmates. Employers pay comparable wages but save substantially on employment benefit costs, e.g. 50% on Workers' Compensation Insurance and state tax credits. Inmate employees selected to participate have a strong desire to work and learn job skills.

Established by CDCR as a result of Proposition 139 in 1990, the program is now managed by the California Prison Industry Authority, which administers all inmate-work programs in California prisons.

JVP reduces idleness and provides inmates with enhanced job skills leading to opportunities to return to society as productive citizens.



Successful Identification Project Pilot Complete

Inmates provided transitional tool for successful life after release



In September, 2010, the California Department of Corrections and Rehabilitation (CDCR) and the California Prison Industry Authority (CALPIA) agreed to work in collaboration with the California Department of Motor Vehicles (DMV) to administer the California Identification Project pilot program.

The program helps parolees obtain a California Identification card upon release, which eases the inmates' transition into society, enhances employability, and reduces recidivism.

During the pilot, about 8,000 paroled inmates received valid California identification.

Elizabeth Siggins, Director of CDCR's Division of Rehabilitative Programs said, "It cannot be overemphasized how essential valid identification is for housing, employment, banking, and other basic reentry needs. We are bringing the DMV process directly to the inmates to help them be more

successful once they return to their communities."

The pilot team has visited each of the nine institutions two times, and has started to go through for a third and last time

before the pilot's conclusion. During the visits, workshops are offered for parolees who have a minimum of 3 to 6 months to parole. By conducting workshops three times a year, every parolee at the targeted institutions will have the opportunity to apply for California identification.

Inmate participants complete the same documentation as if they were at a DMV field office. CALPIA facilitates the workshops and collaborates with ID Project partners to process the paperwork to the DMV. The documentation is subsequently reviewed and validated through the same process as occurs in the public domain. If the participant is found to be eligible to receive an identification card, a reduced fee card is then paid for through federal funds provided by CDCR, and delivered to the institution prior to parole.

The ID Project is being offered to the paroling inmate populations participating in the following programs:

- Academic Programs
- California New Start Transition Program
- CALPIA
- Office of Substance Abuse Treatment Services (OSATS)
- Vocational Education (VOC Ed) Programs

The nine institutions participating in the pilot program:

- Folsom State Prison (FSP)
- California State Prison – Sacramento (CSP- SAC)
- California State Prison – Solano (CSP-SOL)
- Valley State Prison for Women (VSPW)
- Avenal State Prison (ASP)
- California Institution for Men (CIM)
- California Institution for Women (CIW)
- Richard J. Donovan Correctional Facility (RJD)
- Substance Abuse Treatment Facility (SATF)



California Prison Industry Authority Participants Finding Meaningful Work

Work opportunities make prisons safer by reducing idleness, but helping inmates obtain meaningful employment after release is the ultimate objective.

The California Prison Industry Authority (CALPIA) offers two distinct paths for preparing inmates to be "job ready" post-release. Most CALPIA participants work in business enterprises, but some may enroll in a Career Technical Education (CTE) training program. Both programs have documented recidivism rates far below the general population.

All CALPIA programs focus on helping inmates learn the value of work. Many CALPIA participants have never held a job. To remain eligible for work opportunities or training, inmates must conduct themselves appropriately, do quality work, report to work on time, and follow occupational health and safety rules.

CALPIA also offers an Inmate Employment Program that documents and certifies inmates' skills, work experience, and positive work habits acquired while assigned to CALPIA's enterprises and training programs.

To assist their development and increase the likelihood of employment, all CALPIA inmate employees and CTE participants are required to obtain a high school diploma, or complete a GED, within two-years of beginning the program. Inmates who demonstrate commitment and readiness are given the opportunity to participate in both government and private industry-linked occupational certification programs.

Sally Woods paroled out of Valley State Prison (VSPW) in 2010. She worked in the CALPIA optical enterprise at VSPW for nine years. Before release, Woods was certified as a final inspector by the California Department of Health. She now works for a large eyeglass manufacturing corporation in California. Woods said, "I'm grateful for what CALPIA did for me. It turned a negative into a positive."

Less Gross worked on diesel engines for CALPIA's trucking fleet at California State Prison, Corcoran and was released in 2007. He now works as a welder in Las Vegas. Less said, "CALPIA treated us like people rather than inmates. The program taught me life skills to use in the world. CALPIA made me a leader."

In the CTE program, paroling inmates are eligible for placement in a full-scale apprenticeship with a participating union. CALPIA pays the initial union dues and provides a full complement of tools to inmates who complete the program. Many CTE participants find employment with non-union employers by way of their certificates in ironworking, carpentry, labor, modular

construction, or commercial diving. The recidivism rate for the CTE program is less than 15 percent.

Jim Malarkey was paroled out of California State Prison, Sacramento in 2008. Shortly before release, he graduated from the CTE labor and construction program and went directly into a union apprenticeship. Malarkey credits his

CTE training with helping him get off to a good start because he started with skills other apprentices lacked. Since leaving prison, Malarkey has worked in union construction jobs and is now working on the Sacramento Light Rail extension line. Malarkey said, "Bottom line, you have to be willing to do it. You have to let the old friends go and set goals for yourself."

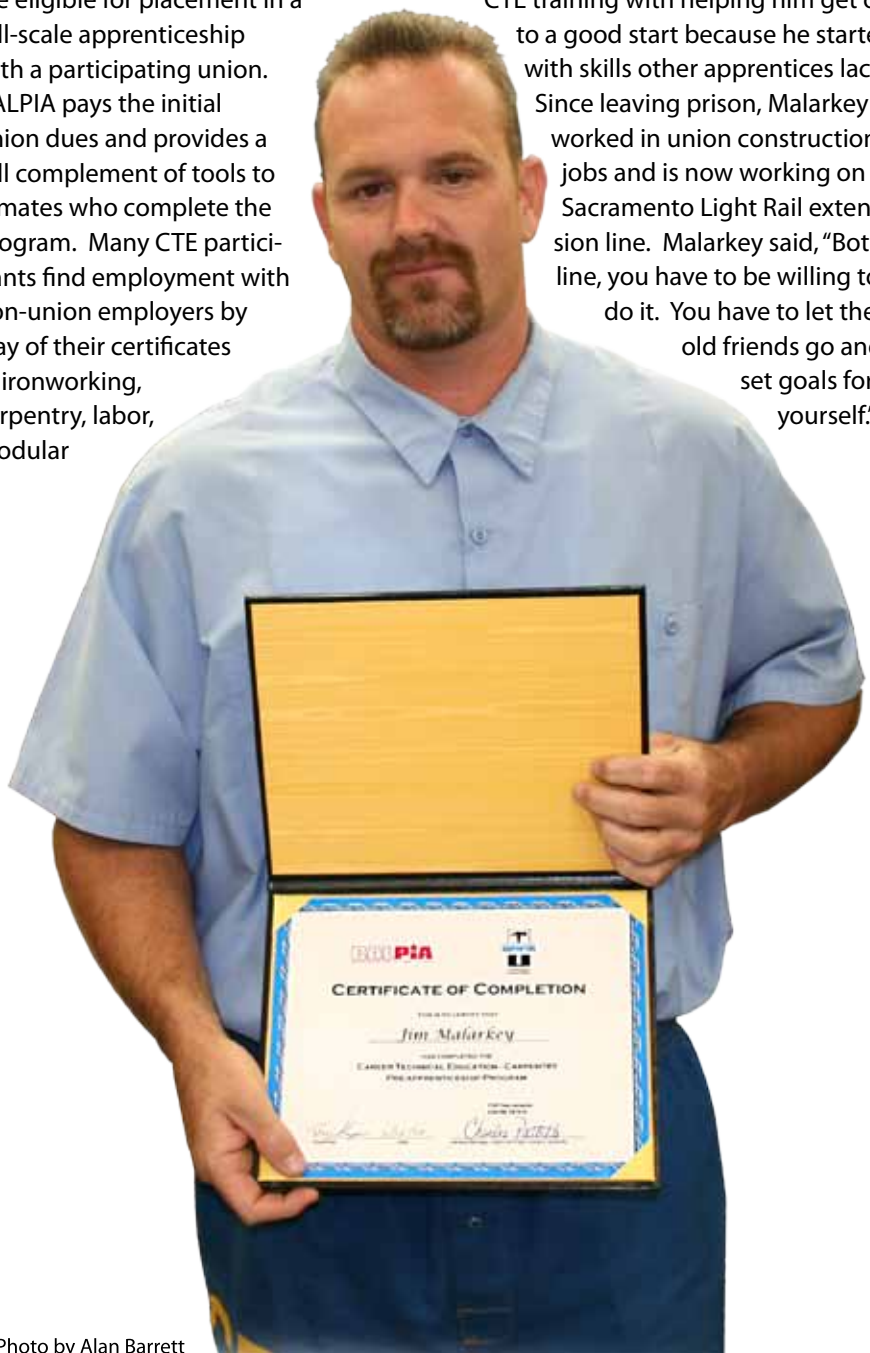


Photo by Alan Barrett

Internal Auditor Training at MCSP

The initial Internal Auditor training for inmates has been completed at MCSP, SCC and CIW.



Hull Cleaning

A-Class graduate, diving for Muldoon Marine, Long Beach. Now Lead diver for company, cleaning ships hull with Brush Cart hull cleaner.



CSP Corcoran Dairy Tour

Acting Warden and former CDCR Director Suzan Hubbard taking a tour of the CALPIA Dairy at CSP Corcoran.



Huge Summer for MTTC

The Marine Technology Training Center (MTTC) at the California Institution for Men (CIM) keeps raising the bar for innovation and creativity.

On July 18, staff put into action a donated helicopter fuselage. Moved in and out of the pool by a crane, the fuselage allows the MTTC to offer a new certified training course for underwater rescue, also called Helicopter Underwater Egress Training (HUET). MTTC is considering offering this course to public safety personnel as well.

On August 1, MTTC hosted a tour for retired Prison Industry Board Member Leonard Greenstone and around 25 of his friends. The next morning MTTC provided access for a video crew from Discovery Channel, Canada. CALPIA thanks CIM Public Information Officer Glen Pratt for his assistance.

About a week later, MTTC –lead instructor Fred Johnson received a compression dive chamber donated by EPIC Divers & Marine that was trucked to CIM from Louisiana. The chamber is valued at \$150,000.

Finally, on August 9, 12 H-Class students completed a 5-mile non-stop swim, earning the coveted school shirt and hat.



Inmate Achievement

Inmate Candace MacDonald, currently residing at the Valley State Prison for Women (VSPW) has earned her ABOC certificate and is now a Certified Optician. She is the "AA" Lead at the Optical Bench Department at the CALPIA Optical Enterprise at VSPW. On behalf of the General Manager, congratulations to Ms. MacDonald.



Photo by Alan Barrett

Folsom and CIW Graduations

Career Technical Education Carpentry Graduation, Folsom, California, June 29, 2011



Photos by Alan Barrett



Career Technical Education Carpentry Graduation, CIW, Corona, California, May 17, 2011

Lean Manufacturing at Avenal with Kaizen

Avenal State Prison General Fabrication held their first lean manufacturing "Kaizen" event November 14-17, 2011. Kaizen itself means "good change". Implementing lean manufacturing will improve California Prison Industry Authority's profitability, reduce inventory and work in process, improve quality, and reduce lead times. The Kaizen is a 3-5 day breakthrough event with working-level participants where several lean manufacturing tools are used. The five major parts of the Kaizen process are to learn, observe, brainstorm, improve and report.

The Avenal General Fabrication Kaizen event was the first lean manufacturing process held in CALPIA. This Kaizen was held primarily to improve profitability, lead times, and quality of the Century Systems modular

office panels. During the course of the event, the current manufacturing processes were reviewed, discussed and documented. The team then brainstormed to come up with better methods and a more streamlined future work flow production process which was also documented. After all alternatives had been discussed and decided, the team went out on the factory floor and red tagged items and machinery to be removed or relocated. Then the team cleaned the work area and proceeded to outline areas where the new work flow production line would be placed. This involves relocating equipment for a smoother work flow. The whole process took four days and it is anticipated that there will be a 40% increase in production and a 50% improvement in lead time. As part of the

Kaizen event, a detailed follow up action plan was developed by the team to ensure sustainability of the newly instituted procedures. The lean implementation has already begun to spread to other areas of the factory and is expected to be fully implemented within the next six months. Prison Industries Managers John Taylor and Anna Thornhill are both certified lean practitioners.



CCWF Chowchilla Joint Venture Program Check Presentation



On November 3, 2011, the Joint Venture Program (JVP), a component of the California Department of Corrections and Rehabilitation (CDCR) that is managed by the California Prison Industry Authority (CALPIA), presented checks for \$17,083.52 each to three Central Valley charities.



Photos by Alan Barrett

Madera Flags



There was a ceremony at the Central California Women's Facility (CCWF) in Chowchilla on Flag Day (June 14) marking completion of replacement flags for those stolen from the Madera American Legion Post in January. The stolen flags belonged to families of veterans killed in war and were donated to the American Legion for safe keeping. Female CALPIA fabric enterprise inmates

at CCWF manufactured the replacement flags. Paul Baum and Charles Babilla represented CALPIA at the ceremony.

Veterans presented the warden and CALPIA with an engraved plaque to express their appreciation.

CALPIA Booth at Wasco State Prison 20th Anniversary



Jim Williams is on the left, Michael Wonderly on the right

Governor's Table

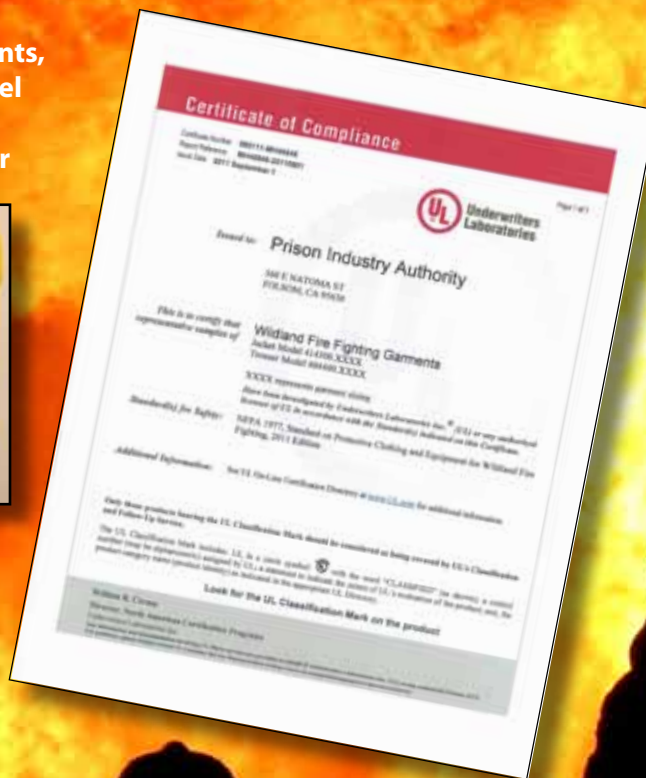


In April, CALPIA delivered and installed a new table for Governor Brown

Update on Wildland Fire Fighting Garments

CALPIA First in the Nation to Achieve NFPA 1977 Standard on Protective Clothing and Equipment for Wildland Fire Fighting, 2011 Edition

CALPIA Wildland Fire Fighting Garments, Jacket model #414500 and Trouser model #404400, have recently both passed the Underwriters Laboratories Standards for Safety.



CHP Awards OTD-Central Certificate of Achievement

The California Highway Patrol (CHP) has awarded California Prison Industry Authority's (CALPIA) On Time Delivery-Central (OTD-C) terminal and its personnel a Certificate of Achievement for five consecutive satisfactory ratings since September 26, 2001. This is the CHP's highest rating a terminal can achieve for a Biennial Inspection of Terminals (BIT).

The two-part BIT inspection consists of the CHP Inspector selecting four randomly chosen three-axle highway trucks hooked to four randomly chosen 48' or 53' trailers. The inspector then conducts a thorough bumper to bumper, nose to tail safety inspection of this equipment. The second part of the BIT consists of an audit of all maintenance and lubrication records, periodic safety inspection records, drivers' log book records, daily vehicle inspection reports, and DMV pull notice records.

This Certificate of Achievement represents a real team effort to the commitment of highway safety. This could not have been achieved without hard work and dedication to detail. Congratulations to all involved at OTD-C and CALPIA's Corcoran Warehouse for a job well done.



Photos by Alan Barrett



Memorandum

CALPIA
MAKING BETTER LIVES FOR A SAFER CALIFORNIA

Date: June 22, 2011
To: All CALPIA OTD-Central & Corcoran Warehouse Drivers and Staff

From: California Prison Industry Authority • 4001 King Ave • Corcoran, California 93212-8800

Subject: **CALIFORNIA HIGHWAY PATROL, CERTIFICATE OF ACHIEVEMENT**

I am pleased to report that the California Highway Patrol (CHP) has awarded CALPIA, On Time Delivery-Central (OTD-C) terminal and its personnel a Certificate of Achievement for **5 Consecutive Satisfactory Ratings Since September 26, 2001.** This is the CHP's highest rating which a terminal can achieve for a BIT inspection.

The California Vehicle Code has established a Biennial Motor Safety Compliance Inspection Program which is to be conducted by CHP inspectors. This program, known as Biennial Inspection of Terminals (BIT) program, mandates by law that an inspection of equipment and an audit of terminal records is conducted every other year. The inspectors give ratings of:

1. Satisfactory
2. Unsatisfactory
3. Conditional
4. Unrated

The first part of the BIT inspection consists of the CHP Inspector selecting four randomly chosen three-axle highway trucks hooked to four randomly chosen 48' or 53' trailers. The inspector then conducts a thorough bumper to bumper, nose to tail safety inspection of this equipment. The second part of the BIT consists of an audit of all Maintenance & Lubrication Records, Periodic Safety Inspections Records, Drivers Log Book Records, Daily Vehicle Inspection Reports and DMV Pull Notice Records.

This Certificate of Achievement represents a real team effort to the commitment of highway safety. This could not have been achieved without hard work and dedication to detail. I want to Thank All involved at OTD-C and CALPIA Corcoran Warehouse for a job well done.

JOHN LOGGMAN
Industrial Warehouse & Distribution Manager I
CALPIA On Time Delivery-Central

Cc: Mark Stewart, Administrator, OTD North/Central/South
Rob Roehik, Administrator, COR/CSATF/WSP
Nicole Collins, Prison Industries Manager, OTD North/Central/South

CALIFORNIA HIGHWAY PATROL
hereby awards this
Certificate of Achievement
to
PRISON INDUSTRY AUTHORITY
4001 KINGS AVE
CORCORAN, CA 93212

5 Consecutive Satisfactory Ratings
Since SEPTEMBER 26, 2001

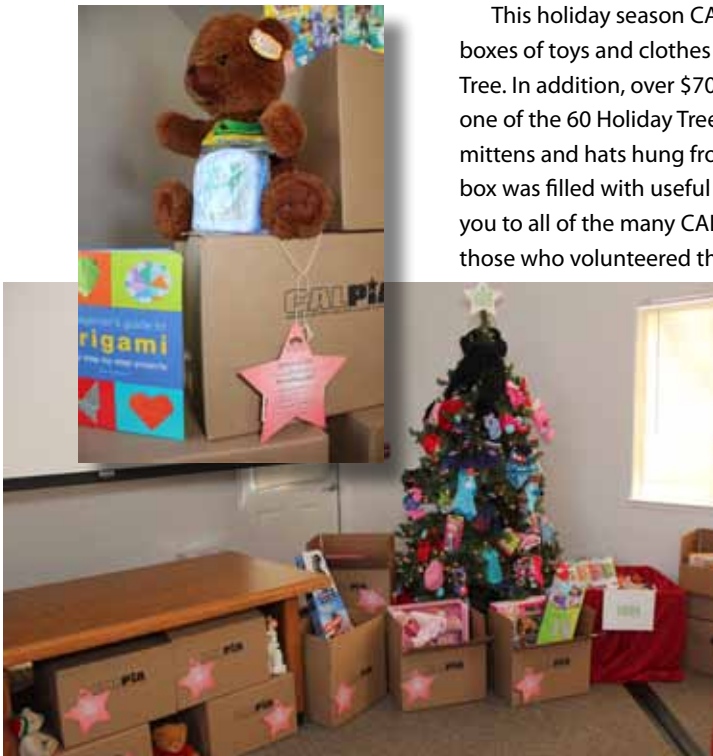
There is established in the California Vehicle Code a biennial motor carrier safety compliance inspection program to be conducted by the California Highway Patrol. That program, known as the Biennial Inspection of Terminals (BIT) Program, requires all motor carriers operating trucks from terminals located in California to undergo an inspection of each operational terminal to rate their compliance with applicable laws and regulations relating to motor carrier safety.

This is to certify that this terminal has achieved consecutive satisfactory safety compliance ratings as indicated above. The California Highway Patrol congratulates this terminal on this meritorious achievement and recognizes the commitment to highway safety demonstrated by the personnel responsible for the operation of this terminal.

V. A. Farias
DEPARTMENT OF CALIFORNIA HIGHWAY PATROL
COMMISSIONER

CALPIA Gives To The Sacramento Children's Home Giving Tree

This holiday season CALPIA employees collectively gave over 40 boxes of toys and clothes to the Sacramento Children's Home Giving Tree. In addition, over \$700 in gift cards were donated as well. Each one of the 60 Holiday Tree stars was fulfilled with a gift. Socks, mittens and hats hung from the tree, and a "CALPIA GIVES" present box was filled with useful everyday items for the children. Thank you to all of the many CALPIA employees who participated, and also those who volunteered their time to help organize this event.



Photos by Alan Barrett

CALPIA's Employees of the Year

Each year CALPIA presents an award to employees who exceed established standards of performance and are recognized by their managers and peers as outstanding examples of CALPIA core values.

This year there were 19 nominations, and of those 19 exemplary individuals there were 4 employees selected to receive the following awards of \$500.00 each:



Jose Dominguez as the Employee of the Year in the Field

Mr. Dominguez was nominated for displaying the highest degree of dedication to CALPIA. He is known for exemplary customer service standards and a positive, professional attitude. He is highly skilled in repairing all types of furniture quickly and efficiently. He is dependable and can always be counted on for special projects and doing things right. Mr. Dominguez began working at CALPIA in 2006.



Nancy Lasarte as the Employee of the Year in Central Office

Ms. Lasarte was nominated by five of her peers and supervisors. She is recognized for working above and beyond the call of duty, organizing her work and the work of a vacant desk so efficiently, that they are now combined into one. Her skills, commitment to CALPIA, and caring nature exceed even the highest performance expectations. She began working at CALPIA in 1999.



Robert Roehlk as Supervisor of the Year in the Field

Mr. Roehlk was nominated for the hard work, dedication and exemplary work ethic he has shown throughout his career. He is recognized for working tirelessly to complete his assignments, and is someone who can always be counted on. His peers appreciate him as someone they can come to for advice, perspective, and technical information. He is never too busy to help his customers or co-workers. He has worked at CALPIA since 1987.



Yi Liu as Supervisor of the Year in Central Office

Ms. Liu has been nominated by her staff for making them feel appreciated. She is known for her congeniality, even temperament, and for being helpful to everyone, no matter how busy she is. Ms. Liu first began working at CALPIA in 1997.



Alan Barrett photos

CALPIA Booth at the 2011 California State Fair



Photos by Alan Barrett

Promotions

Glenn Olson (ASP) P.I. Supt II (M&R)
 Ruth Cooper (CCI) Ind Supv P.I. (Fabric)
 Nicole Pearce (CCWF) Ind Supv (Fabric)
 Frank Villarreal (CMC) P.I. Mgr
 Danny Armstrong (CMC) P.I. Supt II (Printing)
 Larry Syra (COR) P.I. Supt II (Maint & Rep)
 Max Clark (COR) P.I. Supt II (Laundry)
 John Kampen (CSP-COR) Ind Supv P.I. (Dairy)
 Michael Mendes (CSP-COR) Ind Supv P.I. (Dairy)
 Steven Souza (CSP-COR) New Hire
 Richard Niezgodski (CSP-SOL) P.I. Supt II (M&R)
 Andrew Howell (CSP-SOL) P.I. Supt II (M&R)
 Scott Cheser (CSP-SOL) P.I. Supt II (Metal)
 Fred Trujillo (CTF) IWD Supervisor
 Sherry Russell (CTF) Ind Supv (Fabric)
 Michael Whitney (CTF) P.I. Supt (Wood)
 Daniel Voller (DVI) P.I. Supt II (AGR)
 Angelo V. Alves (DVI) Ind Supv P.I. (Dairy)
 Jared A. Carmo (DVI) Ind Supv P.I. (Dairy)
 Catherine Nancy (DVI) P.I. Supt (AGR)
 Zachary Vierra (FSP) P.I. Supt II (Metal)
 Tom Ortiz (FSP) P.I. Supt II (Metal Prod)
 Philip Smith (FSP-CSFM) Construction Supv II
 Leslie Boulware-Schupp (MCSP) P.I. Supt (Fabric)
 David Hsiung (MIS) Assoc Prog Analyst
 Daniella Cruz (OTD-North) IWD Spec.
 Stephen Graham (OTD-North) New Hire
 Jack Holden (OTD-South) Heavy Truck Driver (CF)
 John Galasso (RJDJF) Ind Supv (Bakery)
 Phillip Earley (SQ) P.I. Mgr
 Megan Willis (CO) AGPA
 John Taylor (CO) PIM (G)
 Kelly Swarner (CO) SSM I
 Roxann Schilling (CO/Acctg Svcs) Accountant Trainee
 Phillis Guare (CO/Exec) Administrative Assistant II

Retirements

Victor Buckley (ASP) P.I. Supt II (Metal)
 James Plunkett (CSP-SOL)
 Althea Costales (MCSP)
 James Norris (OTD-North)
 John Wall (RJD) Ind Supv (Bakery)
 Thomas Bizjak (RJD) Ind Supv (M&R)
 Lawrence Reuwer (RJD) Ind Supv (M&R)
 Viola Thompson (VSPW)
 Gilbert Cardenas (VSPW) Ind Supv (Laundry)
 Sue Wilhelm (CO)